DOCUMENT RESUME

ED 207 965 SP 018 887

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TITLE Salary Trends for Teachers: Survey and Analysis.
INSTITUTION American Federation of Teachers, Washington, D.C.
PUB DATE Aug 81
NOTE 80p.

EDRS PRICE MF01/PC04 Plus Postage.
DESCRIPTORS Contract Salaries; Economic Status; *Family Financial Resources; *Financial Needs; Needs Assessment; Statistical Analysis; Teacher Associations; *Teacher Salaries; Teacher Welfare; Teaching (Occupation); *Trend Analysis

ABSTRACT

This report is intended to be a reference document to assist local unions in developing their own analyses. It encourages comparison of teachers' salaries to the salaries of other workers and provides some insights as to how the basic needs of members are being met by the compensation available. Tables provide information on: (1) current teacher salary levels; (2) scheduled teacher salaries for the 1980-81 school year based on contracts negotiated by American Federation of Teacher locals; (3) salary levels for non-teaching occupations and groups; (4) teachers' salaries and financial needs; and (5) the Consumer Price Index. Resources for further information are included as well as examples of formulas for calculating salary levels using the Consumer Price Index. A sample salary analysis worksheet is attached. (JD)

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RESEARCH REPORT

SALARY TRENDS FOR TEACHERS: SURVEY AND ANALYSIS

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SP 018857

A REPORT OF THE
RESEARCH DEPARTMENT OF THE
AMERICAN FEDERATION OF TEACHERS, AFL-CIO

AUGUST 1981

FOREWORD

The 1981 Salary Trends for Teachers: Survey and Analysis represents a departure from prior salary surveys in that it is intended to be a reference document to assist locals in developing their own analysis. While many of the usual components of prior surveys are retained, the additional provisions to assist in analysis of salaries relative to need should prove more useful to locals attempting to determine economic needs for members. It encourages comparison of teachers salaries to the salaries of other workers and should provide some insights as to how the basic needs of members are being met by the compensation available.

Periodic updates will be available throughout the year from the Department of Research. Members of the Research Network will automatically receive the information in the monthly mailings. Those interested who are not part of the network should contact the Department of Research at least quarterly to insure receipt of releases. In addition to regularly scheduled material, locals may find they need assistance that is specific to their particular problems. Such requests should be directed to James Gordon Ward, Director of Research, at the AFT National Office.

This report was developed and written by Jewell C. Gould, AFT Assistant Director of Research. Special recognition for work on this project is given to Anne Nelson Goldblatt of the Research staff for her contributions to the collection of data, organization, and preparation of significant portions of this report. Many locals assisted in providing information and suggestions so that all members can benefit from the shared knowledge.

Please send a copy of the completed Local Salary Analysis to:

American Federation of Teachers
Department of Research
11 Dupont Circle, NW
Washington, DC 20036

HIGHLIGHTS

1980-81 expenditures for teachers salaries averaged $17,364 for all reporting districts. This represents an increase of 7.9 percent.

Alaska, the District of Columbia, and New York reported the highest average salaries. Mississippi and Vermont paid the least to their teachers. (Table 1.0 - Salaries by State)

AFT bargaining agents are the leaders among the largest districts where teachers bargain contracts. (Table 2.0 - Largest Districts Where Bargained Contracts Exist)

The salaries in largest cities average one third higher than average for state. (Table 3.0 - Large City Maximum Salaries)

Selected locals report salaries increasing as base salary moves past $11,000 toward $12,000. (Table 4.0 - Scheduled Teachers Salaries from AFT Locals)

Minimum salaries paid all systems in a survey by Educational Research Service disclose some districts paying less than $8,400 for starting teachers while maximum pay reached nearly $38,000. (Table 4.1 - Minimum and Maximum Salaries by District Enrollment Size)

Superintendents earning at a rate three times as great as beginning teachers earning $11,300. (Table 4.2 - Daily Rates of Pay)

Teachers earnings improve relative to other occupations but still lag behind Crafts, Managers and Administrators, and other Professionals. (Table 5.0 - Median Earnings for Full-Time Wage Earners)

Compared to other white-collar occupations, teachers' annual average salary is significantly low and pressure to change careers in increasing. (Table 6.0 - Average Salaries in White-Collar Occupations)

College students have no salary incentive to select teaching as a career when most beginning salaries for bachelor's degree holders are from four to ten thousand dollars higher in private industry. (Table 7.0 - Endicott Report Summary of Beginning Pay for Bachelor's Degree Graduates)

In the last decade teachers' salaries have fallen from 94 percent to 87 percent of the median family income. The buying power of a teacher dollar today is $.80 compared to the 1971 salary. (Table 8.0 - Median Family Income and Average Teacher Salary)

A teacher's average salary will buy only 83 percent of the necessities for the intermediate family budget in a typical metropolitan area. This translates to mean that while the average person in the family of four living at the intermediate budget level can spend $3.81 each day for food, the average teacher's family member has $3.18 for food, or about a dollar and tax per meal. (Tables 9.0-9.2 - Intermediate Family Budget)

AFT ANNUAL SALARY REPORT
1981

CURRENT TEACHER SALARY LEVELS

In 1980-81, the average public elementary and secondary school teacher in the United States earned a salary of $17,364 an increase of 7.9 percent over the 1979-80 average teacher salary of $16,100. Over the past five years (1975-76 to 1980-81) the average teacher salary has increased 39.5 percent from $12,448 to $17,364.

The increases in average salary are affected by general schedule improvements, movement of teachers on those schedules, as well as changes in the teacher population, such as reductions in force affecting lower paid teachers. For example, the average salary of the teachers in a district would increase even if no individual teacher experienced a raise if a number of junior teachers at the lower end of the salary schedule were laid off.

In 1980-81, the states with the highest average teacher salaries were:

Alaska	$29,000
District of Columbia	22,883
New York	21,316
Michigan	21,057
Hawaii	20,993

Only twenty states exceeded the national average teacher salary. Teachers were paid the lowest in:

Mississippi	$13,000
Vermont	13,235
Arkansas	13,270
South Dakota	13,636
Maine	13,994

Table 1 shows the average teacher salary and percent of average U.S. salary by year and by state for 1978-79 to 1980-81. The percentage increase in teacher salary is also shown state by state for the period 1978-79 to 1980-81.

Another type of salary comparison is the relative salary level at specific points on the salary schedule. Traditionally, beginning salaries (step 1, column 1) have

been compared. However, with very few beginning teachers being hired, such a comparison is largely meaningless. More valuable would be a comparison at a point where many teachers are being paid. Table 2 shows the salary level for the master's degree maximum for a number of large public school districts where bargained contracts exist. The top five districts in the country in master's maximum salary are districts with AFT bargaining agents: Philadelphia, New York, Chicago, Washington, and Detroit. It is important to note that some districts may have a high master's maximum salary, but that it takes a considerable number of years to reach that maximum. Broward County, Florida, for example, has a master's maximum in excess of $20,000, but it takes 28 years to reach this maximum. By contrast, in Dade County, Florida, it takes only 13 years to reach maximum.

Table 3 shows the maximum scheduled salaries for twelve large city school districts. These are typically districts in which enrollment has fallen sharply and the salaries at the maximum level are the salaries for a majority of the employees due to cutbacks in hiring and layoffs of less senior employees. The salaries show a steady increase over the years allowing these districts to maintain their leadership position in employee salaries. Among the leaders in increasing salaries from 1974-75 to 1980-81 were:

New Orleans	68 percent
Baltimore	65 percent
Philadelphia	57 percent
Miami	53 percent
Los Angeles	50 percent

More increases in some of the cities have very nearly kept pace with inflationary increases while outdistancing increases in their respective states. Baltimore, New Orleans, and Los Angeles have all been in the twenty-three percent or better range.

Compared to the state average salaries the large cities are about one third higher. Exceptions to this pattern in 1980-81 were:

Philadelphia	176 percent
Miami	168 percent
Chicago	150 percent
Detroit	147 percent
St. Louis	147 percent

Table 1.0 Public Elementary and Secondary School Teachers' Salaries
1978-79, 1979-80, and 1980-81

State and 1980-81 Rank	1978-79 Average	1978-79 % of U.S. Average	1979-80 Average	1979-80 % of U.S. Average	1980-81 Average	1980-81 % of U.S. Average	Percent Increase
U.S.	$14,970	100%	$16,100	100%	$17,364	100%	16%
Alabama (36)	12,948	84	13,985	87	15,150	87	17
Alaska (1)	24,150[1]	161	26,173	163	29,000	167	20
Arizona (21)	14,682	98	15,835	98	17,359	100	18
Arkansas (49)	11,126	74	12,239	76	13,270	76	19
California (10)	17,149	115	19,450	121	19,648	113	15[2]
Colorado (17)	14,990	100	16,205	101	17,734	102	18
Connecticut (20)	15,494	104	16,475	102	17,440	100	13
Delaware (16)	13,736	92	16,148	100	18,025	104	31
D.C. (2)	19,488	130	22,190	138	22,883	132	17
Florida (34)	13,545	90	14,149	88	15,404	90	15
Georgia (32)	13,565	91	14,388	89	15,444	89	14
Hawaii (5)	18,281	122	18,339	114	20,993	121	15
Idaho (37)	12,617	84	13,615	85	15,146	87	20
Illinois (11)	16,905[3]	113	17,781	110	19,518	112	15
Indiana (24)	13,354	89	15,078	94	16,878	97	26
Iowa (27)	14,199	95	15,340	95	16,150	93	14
Kansas (35)	13,278	89	13,690	85	15,250	88	15
Kentucky (31)	13,130	88	14,480	90	15,580	90	18
Louisiana (39)	13,015	87	13,770	86	14,900	86	14
Maine (47)	12,275	82	12,450	77	13,994	81	14
Maryland (12)	16,591	91	17,589	109	19,286	111	16
Mass. (15)	17,539	117	17,000	106	18,288	105	4
Michigan (4)	17,596	118	19,456	121	21,057	121	20
Minnesota (22)	15,504	104	16,750	104	17,182	99	11
Miss. (51)	11,101[4]	74	11,900	74	17,182	75	17
Missouri (33)	12,920[4*]	86	13,874	86	15,422	89	19

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Table 1.0 (cont'd) Public Elementary and Secondary School Teachers' Salaries
1978-79, 1979-80, and 1980-81

State and 1980-81 Rank		1978-79 Average	1978-79 % of U.S. Average	1979-80 Average	1979-80 % of U.S. Average	1980-81 Average	1980-81 % of U.S. Average	Percent Increase
Montana	(28)	$13,540	90%	$14,623	91%	$15,967	99%	11%
Nebraska	(41)	12,936	86	13,519	84	14,675	85	13
Nevada	(18)	15,206	102	16,191	101	17,700	102	16
New Hamp.	(44)	11,692	78	13,342	83	14,109[5]	81	21
New Jersey	(14)	16,325	109	17,141	106	18,300	105	12
New Mexico	(23)	14,198	95	14,674	91	16,944[6]	96	19
New York	(3)	18,600	124	19,200	119	21,316	123	15
N. Carolina	(29)	13,537	90	14,355	89	15,858	91	17
N. Dakota	(40)	12,060	81	13,263	82	14,881	86	23
Ohio	(26)	14,200	95	15,187	94	16,200	93	14
Oklahoma	(43)	12,500	84	13,210	82	14,640	84	17
Oregon	(13)	14,570	97	16,015	99	18,500	107	27
Penna.	(19)	15,300	102	16,700	104	17,690	102	16
Rhode Is.	(9)	16,568	111	17,929	111	19,803	114	20
S. Carolina	(45)	12,206	82	12,947	80	14,108	81	16
S. Dakota	(48)	11,750	78	12,350	77	13,636	79	16
Tennessee	(46)	12,272	82	13,158	82	14,073	81	15
Texas	(30)	13,059	87	14,234	88	15,715	91	20
Utah	(25)	13,910	93	14,965	93	16,612	96	19
Vermont	(50)	11,786	79	12,750	79	13,235	76	12
Virginia	(42)	13,200	88	14,025	87	14,649	84	11
Washington	(6)	17,358	116	18,815	117	20,702	119	19
W. Virginia	(38)	12,675	85	13,000	81	14,948	86	18
Wisconsin	(8)	15,000[7]	100	15,930	99	20,062[8]	NA	NA
Wyoming	(7)	14,469	97	17,537	109	20,438	118	41

1 All instructional staff.

2 1977-78 data; increase is for three year period

3&4 All instructional staff

5 Estimate based on partial sample

6 Median salary $19,801 - 1979-80

7 All instructional staff

8 Includes fringe benefits

Source: 1) National Center for Education Statistics data
2) American Federation of Teachers Department of Research surveys

Table 2.0

Largest Districts Where Bargained Contracts Exist[1]
Masters Schedule Maximum 1980-81

District	Salary	Years to Maximum
Philadelphia, PA	$31,708	11
New York, NY	27,410	15[2]
Chicago, IL	27,378	15
Washington, DC	27,339	15
Detroit, MI	26,606	11
San Diego, CA	26,540	15
Montgomery Co., MD	26,383	10
Los Angeles, CA	25,240	10
Cleveland, OH	24,695	16
Dade Co., FL (Miami)	24,228	13
Prince Georges Co., MD	23,908	13
Baltimore Co., MD	23,774	15
Jefferson Co., KY	22,855	16
Boston, MA	22,501	9
Baltimore City, MD	21,940	14
Broward Co., FL (Fort Lauderdale)	20,953	28
Memphis, TN	20,640	17
New Orleans, LA	19,944	18
Pinellas Co., FL (St. Petersburg)	19,650	17

[1] Typical highest salary earned by full-time classroom teacher with masters degree, experience and additional education hours where applicable. Years necessary to earn maximum salary are shown as "Years to Maximum".

[2] Maximum is reached in 10 years with substantial longevity increase through 15th year.

Table 3.0

Large City Maximum Salaries

City	1974-75 Salary	1980-81 Salary	Percent Increase 1974-75 to 1980-81	Percent Increase 1978-79 to 1980-81	1980-81 State Average	City Maximum Salary as Percent of State Average
New York, NY	$20,350	$27,410	35%	8.8%	$21,316	129%
Chicago, IL	20,996	29,268	39	18.0	19,518	150
Los Angeles, CA	17,960	26,940	50	22.6	19,648	137
Philadelphia, PA	19,800	31,080	57	15.0	17,690	176
Detroit, MI	20,225	30,990	53	12.8	21,057	147
Baltimore, MD	15,550	25,694	65	27.2	19,286	133
Washington, DC	19,950	28,974	45	18.5	22,883	127
Boston, MA	20,050	25,187	26	12.9	18,288	136
New Orleans, LA	12,133	20,338	68	23.8	14,900	136
Jacksonville, FL	14,700	20,735	41	17.5	15,404	133
St. Louis, MO	16,338	22,650	39	11.9	15,422	147
Miami, FL	16,874	25,828	53	13.3	15,404	168

Source: National Center for Education Statistics data.
American Federation of Teachers Department of Research surveys.

Table 4.0

SCHEDULED TEACHER SALARIES
1980-81 SCHOOL YEAR

Table 4 shows summaries of approximately 75 teacher salary schedules for the 1980-81 school year. Presented are the reported average teacher salary for the district and step 1, step 5, step 10, and maximum scheduled salaries for four preparation levels: bachelor's degree, master's degree, master's plus 30 additional graduate hours, and scheduled maximum.

These data were extracted from contracts on file with the AFT Department of Research and were supplemented by a survey completed by selected AFT local affiliates. Complete salary information can best be obtained from the local itself.

This information should be useful for contract bargaining, factfinding, and other local union activities.

1980-81 Scheduled Salaries for Selected AFT Locals

California

ABC Federation of Teachers, Local 2317
Contract duration: 7/1/80 to 6/30/83 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$12,833	$15,527	$17,323	$17,823
5	15,613	18,307	20,103	20,603
10	17,003	21,782	23,578	24,078
Max.	17,003	23,172	27,053	27,553

San Francisco Federation of Teachers, Local 61
Contract duration: 7/1/79 to 6/30/81 Average: $22,000

	BA	MA	MA + 30	Maximum
Step 1	$11,770	$13,415	$14,355	$14,355
5	14,370	16,215	17,695	17,695
10	17,620	19,715	21,870	21,870
Max.	18,270	20,415	22,705	22,705

United Teachers of Los Angeles, Local 1021
Contract duration: 1980-81 Average: $22,000

	BA	MA	MA + 30	Maximum
Step 1	$15,700	$15,850	NA	$16,350
5	NA	NA	NA	NA
10	NA	NA	NA	NA
Max.	25,090	25,240	NA	26,940*

*Differential paid in certain facilities, career increment of $130, $15/mo. for MA, $40/mo. for Ph.D.

Connecticut

New Haven Federation of Teachers, Local 933
Contract duration: 7/1/80 to 6/30/83 Average: $14,000

	BA	MA	MA + 30	Maximum
Step 1	$11,100	$11,750	$12,400	$13,100
5	$13,000	$13,650	$14,300	$15,000
10	15,200	15,950	16,700	17,400
Max.	18,550	19,450	20,275	20,975

Norwalk Federation of Teachers, Local 1723
Contract duration: 9/1/81 to 8/31/83 Average: $17,380

	BA	BA + 30*	BA + 60	Maximum
Step 1	$11,025	$11,920	$13,014	$14,197
5	13,014	14,110	15,205	16,388
10	15,755	16,847	17,943	19,126
Max.	19,112	21,420	23,724	24,907

*Applies if in degree program Average: NA

West Haven Federation of Teachers, Local 1547
Contract duration: 9/1/80 to 8/31/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$10,781	$11,556	$12,261	$13,498
5	13,655	14,746	15,571	16,808
10	16,476	17,847	18,687	19,925
Max.	17,993	19,504	21,016	22,253

Florida

Alachua County Education Association, Local 3749
Contract duration: 1979-81 Average: $14,431

	BA	MA	MA + 30	Maximum
Step 1	$10,500	$11,800	$12,300	$12,900
5	NA	NA	NA	NA
10	NA	NA	NA	NA
Max.	17,300	18,600	19,100	19,700

Brevard Federation of Teachers, Local 2098
Contract duration: 1979-81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,925	$13,125	$13,725	$14,325
5	NA	NA	NA	NA
10	NA	NA	NA	NA
Max.	17,090	18,290	18,890	19,490

Duval Teachers United, Local 3326
Contract duration: 1980-82 Average: $14,746

	BA	MA	MA + 30	Maximum
Step 1	$11,000	$11,800	$12,600	$13,400
5	12,100	13,000	13,771	14,720
10	13,872	14,771	15,479	16,351
Max.	17,905	19,233	19,869	20,735

Pasco Classroom Teachers Association, Local 3600
Contract duration: 1979-81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$10,696	$11,764	$12,129	$13,224
5	12,393	13,461	13,826	14,921
10	13,721	14,789	15,154	16,249
Max.	17,002	18,070	18,435	19,530

United Teachers of Dade, Local 1974
Contract duration: 1979-82 Average: $18,663

	BA	MA	MA + 30	Maximum
Step 1	$11,515	$14,515	$16,115	$17,750
5	13,697	16,697	18,279	19,897
10	18,006	21,006	22,606	24,206
Max.	19,628	22,628	24,228	25,828

Illinois

Chicago Teachers Union, Local 1
Contract duration: 1980-81 Average: $23,331

	BA	MA	MA & 30	Maximum
Step 1	$13,770	$14,925	$15,897	$16,664
5	18,576	19,731	20,703	21,470
10	22,653	23,835	24,807	25,520
Max.	26,136	27,378	28,485	29,268

District 211 Teachers Union, Local 1211
Contract duration: 9/79 to 6/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,700	$15,070	NA	NA
5	17,228	18,872	NA	NA
10	NA	22,811	24,386	NA
Max.	18,091	27,537	29,113	NA

Southwest Suburban Federation of Teachers, Local 943*
Contract duration: 1980-1982 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,450	$14,750	$15,750	$15,750
5	15,710	17,610	18,610	$18,610
10	18,535**	21,185	22,185	22,185
Max.	21,925	25,475	27,905	27,905

* This contract is for District #229 (Oak Lawn Community S.D.)
** Teachers employed after 9/63 may not progress beyond this step in the BA lane

Will County Federation of Teachers, Local 604
Contract duration: 7/80 to 8/82 Average: $20,000

	BA	MA	MA + 30	Maximum
*Step 1	$12,400	$13,885	$15,370	$15,865
5	14,380	16,245	17,730	18,225
10	16,855	19,270	20,755	21,250
Max.	19,330	27,135	28,620	29,115

* Includes 8% pick up of retirement contributions

Indiana

Anderson Federation of Teachers, Local 519
Contract duration: 6/80 to 12/83 Average: $16,000

	BA	MA	MA & 30	Maximum
Step 1	$12,215	$12,688	$13,089	$13,489
5	14,035	14,843	15,244	15,644
10	15,855	16,998	17,399	17,799
Max.	17,511	21,843	22,244	22,644

Hammond Teachers Federation, Local 394
Contract duration: 1979-81 Average: $17,500

	BA	MA	MA + 30	Maximum
Step 1	$12,062	$12,665	$12,786	$13,297
5	14,474	15,379	15,801	16,443
10	16,887	18,093	18,817	19,449
Max.	20,264	22,978	24,245	25,215

Louisiana

AFT Jefferson Parish, Local 1559
Contract duration: 1979-81 Average: $16,800

	BA	MA	MA + 30	Maximum
Step 1	$13,393	$13,793	$14,197	$14,685
5	15,084	15,517	15,927	16,425
10	17,245	17,727	18,166	18,652
Max.	18,339	19,252	19,745	20,214

United Teachers of New Orleans, Local 527
Contract duration: 7/1/79 to 6/30/81 Average: $16,500

	BA	MA	MA + 30	Maximum
Step 1	$12,974	$13,342	$13,642	$14,208
5	14,698	15,117	15,517	16,153
10	17,003	17,511	18,036	18,650
Max.	18,032	19,170	19,690	20,338

Massachusetts

Boston Teachers Union, Local 66
Contract duration: 9/1/80 to 8/31/82 Average: $22,501

	BA	MA	MA + 30	Maximum
Step 1	$12,632	$13,649	$14,664	$15,752
5	16,832	17,992	19,153	20,387
Max.	21,195	22,501	23,808	25,187

Billercia Federation of Teachers, Local 1677
Contract duration: 1979-81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,017	$11,817	$12,617	$12,617
5	13,476	14,276	15,076	15,076
10	17,510	18,310	19,110	19,110
Max.	18,789	19,589	20,389	20,389

Michigan
Brown City Federation of Teachers, Local 3885
Contract duration: 1978-1981 Average: NA

	BA	MA	MA + 15/20	Maximum
Step 1	$11,295	$12,795	$13,395	$13,395
5	13,955	15,295	15,895	15,895
10	17,595	18,895	19,595	19,595
Max.	17,595	18,895	19,595	19,595

Dearborn Federation of Teachers, Local 681
Contract duration: 1980-82 Average: $27,840

	BA	MA	MA + 30	Maximum
Step 1	$12,975	$14,160	$15,085	$15,790
5	15,720	16,030	16,970	17,655
10	23,375	23,695	24,630	25,330
Max.	25,605	29,240	30,175	31,955

Detroit Federation of Teachers, Local 231
Contract duration: 7/1/79 to 7/1/82 Average: 64% at maximum BA/MA

	BA	MA	MA + 30	Maximum
Step 1	$13,786	$15,170	$15,470	$15,770
5	17,486	19,623	19,923	20,223
10	21,561	24,610	24,910	25,210
Max.	23,187	26,606	27,306	27,606

East Detroit Federation of Teachers, Local 698
Contract duration: 1979-81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,681	$14,801	$15,379	$16,823
5	17,016	18,803	19,381	20,825
10	22,768	26,032	26,610	28,055
Max.	22,768	26,032	26,610	28,055

Taylor Federation of Teachers, Local 1085
Contract duration: 9/1/79 to 8/31/82 Average: $25,000

	BA	MA	MA + 30	Maximum
Step 1	$12,435	$13,664	$14,433	$15,431
5	16,431	17,430	18,429	19,428
10	22,747	26,743	27,742	28,741
Max.	22,747	26,743	27,742	30,239

Minnesota

Duluth Federation of Teachers, Local 692
Contract duration: 1979-1981 Average: $19,600

	BA	MA	MA + 30	Maximum
Step 1	$11,100	$12,750	$13,350	$13,950
5	13,775	15,225	15,825	16,425
10	17,000	19,675	20,275	20,875
Max.	18,025	23,275	23,875	24,475

Crosby-Ironton Federation of Teachers, Local 182
Contract duration: 1979-81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,230	$12,330	$12,770	$12,990
5	13,630	15,180	15,845	16,140
10	16,030	18,030	18,920	19,290
Max.	17,470	19,740	20,765	21,180

Eveleth Federation of Teachers, Local 1498
Contract duration: 7/1/79 to 6/30/81 Average: NA

	BA	MA	MA + 15	Maximum
Step 1	$12,530	$13,730	NA	NA
5	14,373	15,841	NA	NA
10	17,444	19,358	NA	NA
Max.	18,672	20,765	21,368	NA

Minneapolis Federation of Teachers, Local 59
Contract duration: 7/1/79 to 6/30/81 Average: $23,370

	BA	MA	MA + 30	Maximum
Step 1	$11,142	$12,129	$12,802	$13,530
5	12,778	13,967	14,852	15,671
10	16,702	18,254	19,358	20,564
Max.	19,946	25,264	27,013	28,639

Robbinsdale Federation of Teachers, Local 872
Contract duration: 1979-81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,622	$13,336	$14,076	$15,184
5	13,594	15,999	18,039	19,350
10	17,046	20,757	22,988	24,787
Max.	19,152	25,494	26,449	28,513

St. Paul Federation of Teachers, Local 28
Contract duration: 7/1/79 to 6/30/81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,200	$12,300	$12,700	$13,300
5	12,500	13,600	14,000	14,700
10	14,800	17,000	17,500	18,600
Max.	20,100	25,050*	25,750*	27,150*

* Limited to St. Paul experience

Stewartville Federation of Teachers, Local 2381
Contract duration: 7/1/79 to 6/30/81 Average: NA

	BA	MA	MA + 20	Maximum
Step 1	$11,635	$12,635	$13,035	NA
5	13,285	14,405	14,865	NA
10	15,405	16,675	17,210	NA
Max.	17,145	19,005	19,615*	NA

* Plus longevity

Missouri

Kansas City Federation of Teachers, Local 691
Contract duration: 1980-81 Average: $17,500

	BA	MA	MA + 34	Maximum
Step 1	$11,350	$11,963	$12,269	$12,761
5	13,428	14,277	14,617	15,109
10	16,593	17,732	18,072	18,564
Max.	17,861	21,187	21,527	22,019

Montana

Butte Teachers Union, Local 332
Contract duration: 9/1/79 to 8/31/82 Average: NA

	BA	MA	MA + 15	Maximum
Step 0	$14,510	$16,580	$17,110	$17,110
4	16,836	19,065	19,608	19,608
9	20,465	22,976	23,547	23,547
Max.	21,082	25,450	26,044	26,044

New Hampshire

Nashua Teachers Union, Local 1044
Contract duration: 9/1/80 to 8/31/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$10,053	$10,853	$11,253	$11,653
5	11,953	12,753	13,153	13,553
10	14,953	15,753	16,153	16,553
Max.	16,753	17,553	17,953	18,353

New Jersey

Newark Teachers Union, Local 481
Contract duration: 7/1/80 to 6/33/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,898	$12,633	$13,368	$13,368
5	14,932	15,692	16,442	16,442
10	17,453	18,214	18,974	18,774
Max.	21,691	22,463	23,245	23,245

New Mexico

Albuquerque Teachers Federation, Local 1420
Contract duration: 1980-82 Average: NA

	BA	MA	MA + 15	MA + 15	Maximum
Step 1	$11,902	$12,794	$13,463	$14,355	$14,913
5	13,354	14,246	14,915	15,807	16,365
10	15,249	16,141	16,810	17,702	18,260
Max.	17,144	18,415	19,463	20,734	21,292

New York

Baldwin Teachers Association, Local 2483
Contract duration: 7/1/79 to 6/30/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,846	$16,880	$18,284	$20,629
5	15,949	19,502	20,908	23,254
10	18,579	24,193	25,597	27,942
Max.	21,557	29,443	30,847	33,196

Bethpage Congress of Teachers, Local 1379
Contract duration: 7/1/79 to 6/30/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,470	$15,749	$17,000	$19,127
5	15,727	17,923	19,175	21,327
10	18,933	21,324	22,576	24,731
Max.	23,744	27,732	28,806	31,137

Commack Teachers Association, Local 2581
Contract duration: 7/1/80 to 6/30/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,283	$15,507	$16,881	$18,239
5	13,811	18,669	19,952	21,278
10	18,714	22,314	23,563	24,924
Max.	23,085	28,043	30,080	31,412

Connetquot Teachers Association
Contract duration: 1979-82 Average:

	BA	MA	MA + 30	Maximum
Step 1	$13,497	$15,790	$16,898	$19,225
5	16,876	19,235	20,675	22,979
10	20,487	22,846	24,286	26,591
Max.	30,462	32,710	34,089	36,296

Elmira Teachers Association, Local 2638
Contract duration: 7/1/80 to 6/30/83 Average: $17,000

	BA	MA	MA + 30	Maximum
Step 1	$ 9,300	$10,572	$11,172	NA
5	12,318	13,700	14,348	NA
10	14,514	16,073	17,525	NA
Max.	19,883	21,589	23,250*	NA

* COLA in years 2 and 3 of contract.

Greenburgh Teachers Federation
Contract duration: 1979-1982 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$14,825	$17,131	$18,357	$19,961
5	17,373	19,829	21,057	22,659
10	21,727	24,205	25,430	27,034
Max.	23,579	28,021	29,713	33,326

Kings Park Classroom Teachers Association, Local 1812
Contract duration: 7/1/80 to 6/30/83 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,295	$15,143	$16,232	$17,882
5	15,954	18,174	19,264	20,913
10	19,278	22,202	23,292	24,941
Max.	23,930	29,288	30,378	32,067

Kingston Teachers Federation, Local 781
Contract duration: 7/1/ to 6/30/81 Average:

	BA	MA	MA + 30	Maximum
Step 1	$13,618	$14,278	$14,938	$15,378
5	15,282	15,942	16,602	17,042
10	17,362	18,022	18,682	19,122
Max.	19,442	20,102	20,762	21,202

Middle Country Teachers Association, Local 1683
Contract duration: 7/1/80 to 6/30/83 Average: $21,000

	BA	MA	MA + 30	Maximum
Step 1	$13,030	$14,671	$15,845	$17,606
5	15,388	17,311	18,697	20,774
10	18,583	20,905	22,578	25,086
Max.	22,168	24,940	26,933	29,926

New Rochelle Federation of United School Employees, Local 280
Contract duration: 7/1/79 to 6/30/80 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$12,968	$14,917	$15,718	NA
5	15,328	17,666	18,554	$22,527*
10	18,229	21,412	22,300	23,977
Max.	20,914	25,677	26,565	28,286

*Eighth year

Niagra Falls Teachers, Local 801
Contract duration: 1979-81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,206	$11,506	NA	$11,706
5	13,839	14,139	NA	14,339
10	17,089	17,389	NA	17,589
Max.	21,459	21,759	NA	21,959

North Rockland Teachers Association, Local 877
Contract duration: 7/1/79 to 6/30/83 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,553	$15,925	$17,416	$20,040
5	16,264	19,110	20,899	24,049
10	19,652	23,092	25,253	29,060
Max.	21,685	27,869	30,478	35,250

Commack Teachers Association, Local 2581
Contract duration: 7/1/80 to 6/30/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,283	$15,507	$16,881	$18,239
5	15,811	18,669	19,952	21,278
10	18,714	22,314	23,563	24,924
Max.	23,085	28,043	30,080	31,412

Connetquot Teachers Association
Contract duration: 1979-82 Average:

	BA	MA	MA + 30	Maximum
Step 1	$13,497	$15,790	$16,898	$19.225
5	16,876	19,235	20,675	22,979
10	20,487	22,846	24,286	26,591
Max.	30,462	32,710	34,089	36,296

Elmira Teachers Association, Local 2638
Contract duration: 7/1/80 to 6/30/83 Average: $17,000

	BA	MA	MA + 30	Maximum
Step 1	$ 9,300	$10,572	$11,172	NA
5	12,318	13,700	14,348	NA
10	14,514	16,073	17,525	NA
Max.	19,883	21,589	23,250*	NA

* COLA in years 2 and 3 of contract.

Greenburgh Teachers Federation
Contract duration: 1979-1982 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$14,825	$17,131	$18,357	$19,961
5	17,373	19,829	21,057	22,659
10	21,727	24,205	25,430	27,034
Max.	23,579	28,021	29,713	33,326

Kings Park Classroom Teachers Association, Local 1812
Contract duration: 7/1/80 to 6/30/83 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,295	$15,143	$16,232	$17,882
5	15,954	18,174	19,264	20,913
10	19,278	22,202	23,292	24,941
Max.	23,930	29,288	30,378	32,067

Kingston Teachers Federation, Local 781
Contract duration: 7/1/ to 6/30/81 Average:

	BA	MA	MA + 30	Maximum
Step 1	$13,618	$14,278	$14,938	$15,378
5	15,282	15,942	16,602	17,042
10	17,362	18,022	18,682	19,122
Max.	19,442	20,102	20,762	21,202

Middle Country Teachers Association, Local 1683
Contract duration: 7/1/80 to 6/30/83 Average: $21,000

	BA	MA	MA + 30	Maximum
Step 1	$13,030	$14,671	$15,845	$17,606
5	15,388	17,311	18,697	20,774
10	18,583	20,905	22,578	25,086
Max.	22,168	24,940	26,933	29,926

New Rochelle Federation of United School Employees, Local 280
Contract duration: 7/1/79 to 6/30/80 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$12,968	$14,917	$15,718	NA
5	15,328	17,666	18,554	$22,527*
10	18,229	21,412	22,300	23,977
Max.	20,914	25,677	26,565	28,286

*Eighth year

Niagra Falls Teachers, Local 801
Contract duration: 1979-81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,206	$11,506	NA	$11,706
5	13,839	14,139	NA	14,339
10	17,089	17,389	NA	17,589
Max.	21,459	21,759	NA	21,959

North Rockland Teachers Association, Local 877
Contract duration: 7/1/79 to 6/30/83 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,553	$15,925	$17,416	$20,040
5	16,264	19,110	20,899	24,049
10	19,652	23,092	25,253	29,060
Max.	21,685	27,869	30,478	35,250

Patchogue-Medford Congress, Local 1430
Contract duration: 1979-82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,466	$15,486	$16,833	$18,852
5	15,486	18,448	19,795	21,815
10	18,852	22,152	23,498	25,518
Max.	21,074	26,595	27,942	29,962

Rochester Teachers Association, Local 616
Contract duration: 7/1/80 to 6/30/82 Average: c. $19,500

	BA	MA	MA + 30	Maximum
Step 1	$12,549	$14,055	$15,059	$16,063
5	15,561	17,067	18,071	19,075
10	19,326	20,832	21,836	22,840
Max.	22,589	25,349	26,479	27,734

Rush-Henrietta Educators Association, Local 2969
Contract duration: 1979-81 Average: $20,000

	BA	MA	MA + 30	Maximum
Step 1	$11,800	$13,900	$15,400	$17,200
5	12,722	41,822	16,322	18,122
10	13,978	16,078	17,578	19,378
Max.	24,190	26,290	27,790	29,590

Sachem Central Teachers Association, Local 2973
Contract duration: 7/1/79 to 6/30/82 Average: $20,000

	BA	MA	MA + 30	Maximum
Step 1	$13,417	$15,430	$16,772	$18,785
5	16,101	18,114	19,456	21,469
10	19,456	21,804	23,280	25,494
Max.	23,482	26,970	28,446	31,198

Schenectady Federation of Teachers, Local 803
Contract duration: 9/1/80 to 8/31/82 Average: NA

	BA	MA	MA + 30*	Maximum
Step 1	$11,343	$11,771	$12,571	$13,211
5	12,711	13,491	14,291	14,931
10	15,086	16,273	17,073	17,713
Max.	19,042**	21,077**	21,877**	23,317**

* MA + 30 = MA Schedule + $200 supplement + $600 advanced study credit + longevity up to $1620

** Maximum = $1620 for 30 years longevity + $200 MA supplement, $600 Ph.D. supplement + $1440 advanced study

Syracuse Teachers Association, Local 2999
Contract duration: 1/80 to 6/81 Average: $19,000

	BA	MA	MA + 30	Maximum
Step 1	$11,660	NA	NA	NA
5	NA	NA	NA	NA
10	NA	NA	NA	NA
Max.	NA	NA	NA	$28,000

United Federation of Teachers, Local 2
Contract duration: 1980-82 Average: $25,416

	BA	MA	MA + 30	Maximum
Step 1	$10,981	$12,979	$14,977	NA
5	14,456	16,454	18,452	NA
10	NA	NA	NA	NA
Max.	19,964	21,962	23,960	27,410*

*Plus non-pensionable $750 cash bonus
Ten year longevity - $1350
Fifteen year longevity - $2700

Valley Stream Teachers Association, Local 1633
Contract duration: 7/1/80 to 6/30/82 Average: $25,000

	BA	MA	MA + 30	Maximum
Step 1	$14,227	$16,545	$17,682	$19,158
5	16,654	19,350	20,581	22,235
10	19,748	23,213	24,548	26,340
Max.	21,050	28,621	30,058	31,362

Yonkers Federation of Teachers, Local 680
Contract duration: 7/1/78 to 6/30/81 Average: $23,696

	BA	MA	MA + 30	Maximum
Step 1	$13,594	$15,120	$15,997	$16,224
5	16,590	18,096	18,994	19,220
10	19,878	21,625	22,501	23,606
Max.	22,436	26,228	27,397	28,501

Ohio

Toledo Federation of Teachers, Local 250
Contract duration: 1981-82 Average: NA

	BA	MA	MA + 15	MA + 60	Maximum
Step 1	$11,600	$12,600	$13,200	$15,000	$15,600
5	14,200	15,400	16,000	17,800	18,400
	18,000	19,900	20,500	22,300	22,900
Max.	22,100	24,150	24,750	26,550	27,150

Oklahoma

Oklahoma City Federation of Teachers, Local 2309
Contract duration: 1980-81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$10,500	11,408	NA	$12,490
5	12,224	13,109	NA	14,223
10	13,897	14,921	NA	16,035
Max.	16,859	18,344	NA	19,494

Pennsylvania

Carlynton Federation of Teachers, Local 2120
Contract duration: 7/79 to 6/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$13,175	$13,475	$13,675	NA
5	15,775	16,075	16,275	NA
10	17,675	17,975	18,175	NA
Max.	22,000	23,100	23,300	NA

Philadelphia Federation of Teachers, Local 3
Contract duration 9/1/80 to 8/31/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$12,074	$12,482	$13,268	$14,082
5	17,916	18,559	19,847	20,974
10	24,042	24,947	26,520	28,133
Max.	25,960	29,395	31,708	34,188

Pittsburgh Federation of Teachers, Local 400
Contract duration: 9/1/80 to 9/4/83 Average: $21,500

	BA	MA	MA + 30	Maximum
Step 1	$11,960	$13,060	$13,660	$14,260
5	15,180	15,840	16,440	17,040
10	22,940	24,810	25,410	26,010
Max.	22,940	24,810	25,410	26,010

Rhode Island

Cranston Teachers Association, Local 1704
Contract duration: 9/1/78 to 8/31/81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,229	$12,104	$12,454	$13,079
5	15,085	15,960	16,310	16,935
10	20,416	21,291	21,641	22,266
Max.	20,461*	21,291*	21,641*	22,266*

* Plus longevity

Providence Teachers Union, Local 958
Contract duration: 9/1/79 to 8/31/82 Average: c. $19,000

	BA	MA	MA + 30	Maximum
Step 1	$11,235	$12,198	$12,573	$12,947
5	15,622	16,585	16,960	17,334
10	20,544*	21,507*	21,882*	22,256*
Max.	NA	NA	NA	NA

* Plus longevity

Warwick Teachers Union, Local 915
Contract duration: 2/1/79 to 1/31/82 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,150	$12,150	$12,900	$13,100
5	15,300	16,300	17,050	17,250
10	20,450	21,450	22,200	22,400
Max.	20,450*	21,450*	22,200*	22,400*

* Plus longevity

Texas

Corpus Christi AFT, Local 3456
Contract duration: 1979-1981 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$11,200	$14,500	NA	$13,620
5	13,130	14,500	NA	16,000
10	16,270	17,800	NA	19,300
Max.	18,030	20,460	NA	21,960

Wisconsin

Arkansaw Federation of Teachers, Local 3349
Contract duration: 1979-81 Average: NA

	BA	MA	MA + 30	Maximum
Step 1	$10,300	$10,900	$11,776	NA
5	12,229	13,025	13,254	NA
10	14,258	15,088	15,365	NA
Max.	15,580	16,487	16,790	NA

Virgin Islands

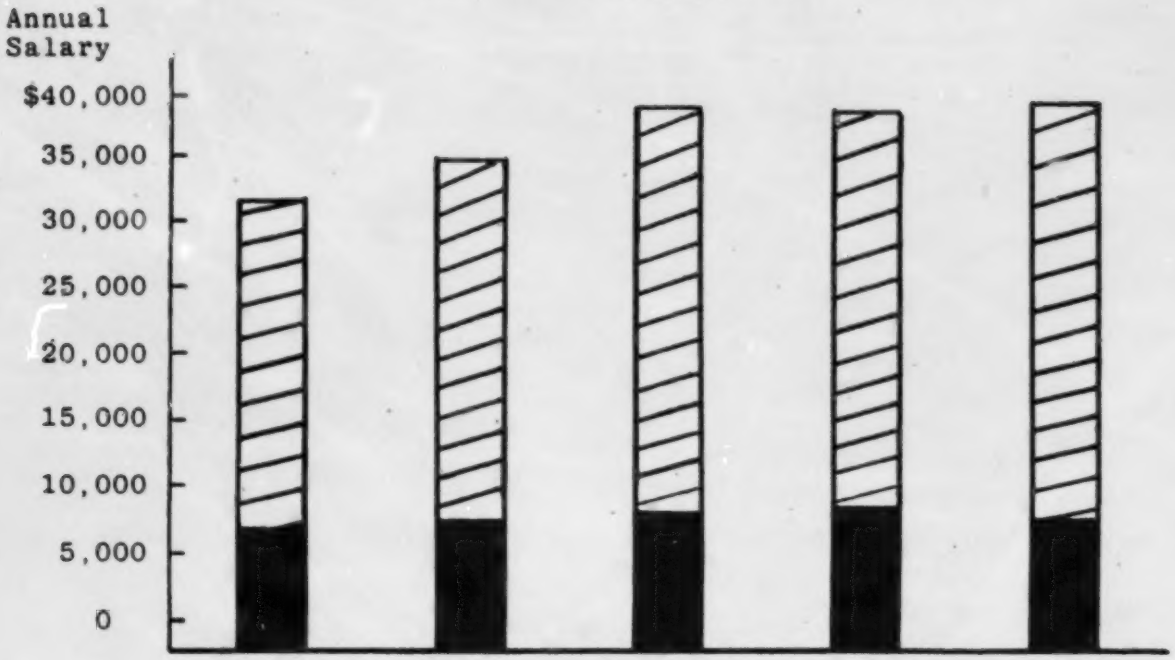
St. Thomas-St. John Federation of Teachers, Local 1825
Contract duration: 7/1/80 to 6/30/82 Average: NA

	BA	MA	Ed. Specialist	Maximum
Step 1	$11,346	$12,320	$13,292	$13,865
5	14,034	16,209	17,075	17,647
10	17,987	20,128	20,917	21,490
Max.	18,642	20,902	21,685	22,260

Table 4.1

The following minimum and maximum salary ranges from a sample of over 1,000 school districts surveyed by the Educational Research Service, Inc. show the variation that exists between beginning salaries and maximum salaries in districts of comparable size.

Minimum and Maximum Salaries by District Enrollment Size
1980-81



Enrollment	300 to 2,499	2,500 to 9,999	10,000 to 24,999	25,000 and over	total all systems
Sample Minimum	$8,360	$8,550	$8,925	$8,920	$8,360
Sample Maximum	$31,694	$34,990	$37,956	$37,574	$37,956

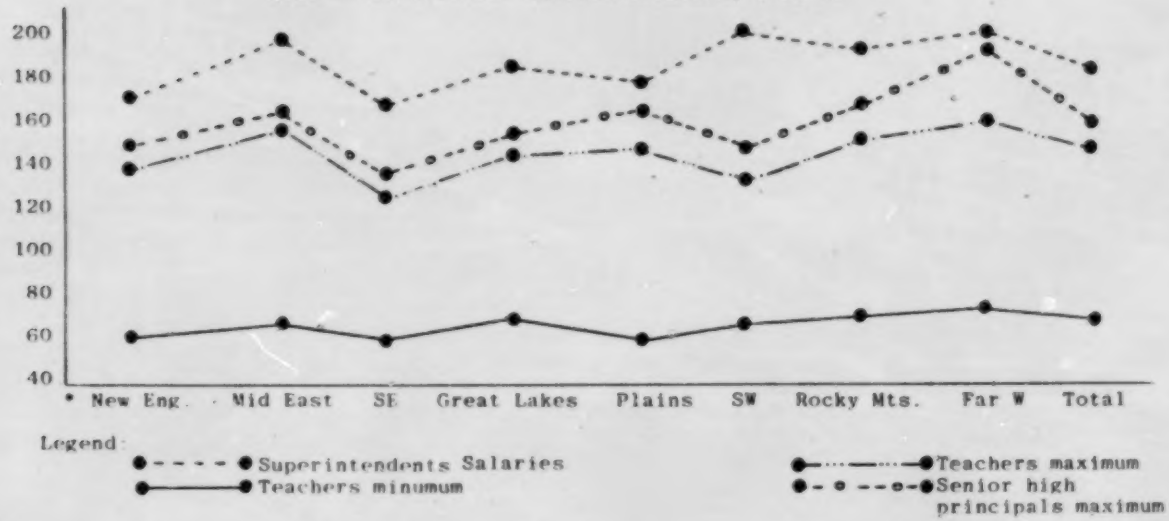
The larger districts, primarily urban and suburban, provide more attractive salaries at both extremes than the smaller districts. While starting salaries vary by only 6.7 percent, the differences at the maximum level are 19.8 percent apart. The pattern encourages career teachers to seek positions in districts with more than 10,000 pupils. In the final analysis teachers may be expected to seek the district having the greatest earning potential.

Table 4.2

Daily Rates of Pay by Region for Various School Employee Groups, 1980-81

Daily pay rates are another means of measuring the unit of compensation. Since some districts work school years of varying lengths, total wages earned will not reflect the rate of earning as clearly as the daily rate. This information is from a survey of over 1,000 districts by Educational Research Service, Inc.

Mean of Mimumum and Maximum Salaries, 1980-81



	NE	MidEast	SE	Gr Lakes	Plains	SW	R. Mts.	FW	Total
Superintendent	$170.92	$189.56	$165.88	$175.72	$171.18	$202.84	$184.91	$202.39	$182.81
Teachers max.	138.54	152.02	125.04	143.80	148.17	135.28	151.19	163.00	145.55
Teachers min.	59.32	61.90	59.42	64.53	59.78	61.15	63.98	67.92	62.82
Senior High prin. max.	151.20	159.99	135.57	154.22	161.48	145.90	163.86	174.67	155.98

*States included in geographic regions. New England: CT, ME, MA, NH, RI, VT; Mideast: DE, DC, MD, NJ, NY, PA; Southeast: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; Great Lakes: IL, IN, MI, OH, WI; Plains: IA, KS, MN, MO, NE, ND, SD; Southwest: AZ, NM, OK, TX; Rocky Mountains: CO, ID, MT, UT, WY; Far West: AK, CA, HI, NV, OR, WA.

SALARY LEVELS FOR NON-TEACHING OCCUPATIONS AND GROUPS

Salaries for teachers, as a rule, are compared to salaries for other groups of teachers. This practice, while useful to establish the education market price of a teacher's services, is limited to a narrow segment of a larger employment and earnings universe. As many districts have seen in recent years, it is industry, not neighboring districts, which attracts the potential and the career teacher with salary incentives.

This section will provide data useful for comparisons of a broader nature than teacher salaries alone. It will provide data for wage earners in blue and white collar occupations, and for beginning college graduates in the private sector. Median family income trends show the increase through the last decade in current dollars, the decrease in real buying power as measured in constant dollars, and the relative position of the average teacher salary for the same period.

These data provide a snapshot of various earning levels and occupations. Absolute comparisons to teacher salary data are not recommended due to the variations in data collection methods. Generalizations are appropriate and where possible comments are provided.

Table 5.0 illustrates the sluggish increase in median earnings for full-time wage earners in most occupation groups. The median earnings figure is midway between the highest and lowest earnings. Factors such as layoffs of beginning lower paid workers would tend to advance the median figure as would real increases in earnings. Teachers as a group have improved their relative positions with respect to most occupations. The median annual earnings for the two-year period show teachers' earnings closing the earnings gap consistently among all categories and surpassing that of sales workers. At the same time median earnings are increasing, rates of wage and salary change have stayed between 8.6 percent and 10.2 percent for the 12 months ending in March 1981. The Employment Cost Index, a publication of the Bureau of Labor Statistics, reports a total compensation change of 10.7 percent for all private non-farm workers.

A dilemma exists for school districts and for teachers. Median earnings for teachers have increased and the gap is closing to some extent. If this is due to wage increases, then teachers have some incentive to remain in the profession. The prospects for eventually reaching an acceptable salary

level is good. On the other hand, pressures for teachers to effect employment changes exist due to district-level problems such as massive layoffs related to perceived school district budget constraints and enrollment declines. It is not extraordinary for a teacher with a dozen years in the system to receive a layoff notice. It may well be that such layoffs are driving up the median earnings level by removing substantial numbers of lower paid employees. If this is the case then the combination of slowly rising wages and weakened job security provisions may force teachers to choose another, more stable occupation.

Table 6.0 provides a view of some of the choices available to teachers in the white collar professions. Accountants, attorneys, chemists, engineers, and drafters all earn an average salary that is greater than teachers'. The career teacher who is interested in changing professions can double and triple his earnings by selecting new occupations. Many teachers are able to qualify for new positions with little or no additional training. Ulysses, the figure in the Greek epic, facing a choice similar to that facing teachers, instructed his crew to lash him to the mast to avoid following the Sirens' call. School districts, strapped by tax limitation movements, may find they do not have enough money for the "rope" to hold their career teachers.

If districts are counting on an unending supply of new teachers to inexpensively replace departing teachers, a rude awakening lies just around the corner. By 1983 the first of the mini-boom children will begin arriving for classes. Within a short time after that it is likely that the children of the baby boom generation will be arriving, albeit tardy, in substantial numbers. Couples that delayed their family plans past the anticipated time are now beginning to add significant numbers of children to the birth rolls. Given this influx of new students we will find that teachers will shortly return to vogue. What is available to influence students to choose teaching as a career and fill these expected vacancies? Current starting salaries are no draw. Starting salaries for teachers are behind the beginning salaries for private industry. Table 7.0 shows the salaries paid college graduates as reported by the Endicott survey from Northwestern University. All fields, including liberal arts, are paid significantly higher beginning salaries than starting teachers. There is no salary incentive for students to choose education as a career. Furthermore, career teachers earning at the national average can examine the salaries and the historical rates of increase and determine that quickly they can improve their salary by a career change. It is apparent that districts must act at once to offer a

reasonably attractive salary or risk losing their faculty to private sector competition.

Table 8.0 illustrates the continuing decline, both relative and absolute, of the average teacher's salary compared to the median family income. At that point, as in the past, teachers' salaries were below that of the median family level. In the last decade teachers' salaries have increased in current dollars a little more than 79 percent while the median family income has increased 93 percent. This further widened the gap that has existed. In terms of constant 1971 dollars, the picture is quite similar. Both measures decline, yet teachers' salaries at a faster rate than the median family income. While the effects of inflation have hurt the American family's purchasing power, they have crippled teachers' ability to purchase goods and services. Only in the last five years have the two measures proceeded at an even pace. While the measures are not strictly comparable, it is apparent that the earnings of teachers and the American standard of living are separated by a wide gulf. Solutions to eliminate these career disincentives should be on the minds of all Americans. It should never be forgotten that the Pied Piper of Hamlin was a teacher the town could not afford to pay.

Table 5.0

Median Earnings for Full Time Wage Earners 1979 and 1981

Occupation	1979 Median Annual Earnings[1]	1981 Median Annualized[2] Earnings	Annual Rate of Earnings Change
Professional & Technical	$17,699	$18,928	3.4%
Managers & Admin. (except farm)	19,100	20,748	4.2
Sales Workers	14,532	16,172	5.5
Clerical workers	10,800	11,856	4.8
Craft & Kindred Workers	16,836	17,888	3.1
Operatives (except transport)	11,995	12,376	1.6
Transport, Equipment Operatives	15,073	15,080	0.2
Non Farm Laborers	7,677	12,064	25.4
Service Workers	9,237	9,932	3.7
Teachers	14,970	17,364	7.7

Note: Full-time workers median earnings in various occupation groups of 100,000 or more are provided in the preceding table.

1 U.S. Department of Commerce. Bureau of the Census, Current Population Survey, 1979, Median Annual Salary for full time workers employed year round.

2 U.S. Department of Labor, Bureau of Labor Statistics, "Weekly Earnings of Workers and Their Families" First Quarter of 1981. Weekly earnings are annualized for comparison purposes.

Table 6.0

Average Salary of Employees
in Selected White-Collar Occupations
in Private Establishments, March 1981[1]

Occupation	Average Annual Salary	Occupation Class Ave. Entry to Top Level
Accountant	$24,215	$16,529-$43,754
Attorney	35,871	22,477- 66,958
Chemist	35,983	18,092- 48,845
Engineer	31,820	21,712- 56,828
Drafters	18,191	11,082- 24,129
Computer Operator	14,980	10,869- 20,796
Secretary	15,150	12,947- 19,615
Typist	10,861	9,959- 12,358
Teacher	17,364	11,101- 22,883[2]

[1] Annual salary is average for occupation as a group. Occupation class average shown is average salary for lowest classification to highest in occupation group. Salaries are standard for standard work schedule.

[2] Alaska at $29,000 average is thought to be atypical. Range figures shown are for Mississippi ($11,101) and the District of Columbia ($22,883).

Source: American Federation of Teachers Department of Research calculations from United States Department of Labor, Bureau of Labor Statistics Report, "White Collar Salaries, March 1981, National Center for Education Statistics, unpublished data.

Table 7.0

Endicott Report Summary, 1981
College Graduates to be Hired at Various Levels - Bachelor's Degree
Average Starting Salary - Yearly

Field	1974	1978	1979	1980	1981	Percent Increase 1974-1981
Engineering	$11,556	$16,680	$18,288	$20,136	$22,368	93.56%
Accounting	11,040	13,464	14,748	15,720	16,980	53.8
Sales-Marketing	10,584	12,636	13,092	15,936	17,220	74.6
Business Administration	9,000	12,098	13,464	14,100	16,200	80.0
Liberal Arts	8,892	11,400	12,744	13,296	15,444	73.7
Chemistry	10,200	14,700	15,816	17,124	15,936	91.5
Math.-Stat.	10,680	13,632	15,000	17,604	18,600	74.2
Econ. Finance	10,170	12,072	13,068	14,472	16,884	65.9
Computer Science	9,672	14,160	15,432	17,712	20,304	110.5
Other Fields	10,344	13,848	14,556	17,544	20,028	93.6
Exhibit: Average Teacher Salary	11,223				17,414	55.2
Consumer Price Index	145.6				269.1	84.8

Source: The Endicott Report, 1974, 1978, 1980, and 1981, Placement Center of Northwestern University, Evanston, Illinois

Table 8.0

Median Family Income and Average Teacher Salary
1971 to 1980

Year	Median Family Income				Average Teacher Salary				Average Teacher Salary As Percent of Median Family Income
	Current Dollars		Constant (1971) Dollars		Current Dollars		Constant (1971) Dollars		
	Amount	% Change	Amount	% Change	Amount	% Change	Amount	% Change	
1971	$10,314	--	$10,314	--	$ 9,695	--	$ 9,695	--	94%
1972	11,152	+8	10,723	+5	10,342	+ 7	9,944	+3	93
1973	11,895	+7	10,720	+0	10,530	+ 2	9,419	-4	89
1974	13,004	+9	10,288	-2	11,223	+ 7	8,879	-4	86
1975	14,156	+9	10,119	-0	12,291	+11	8,786	+2	87
1976	15,016	+6	10,128	+0	13,177	+ 8	8,832	+2	88
1977	15,949	+6	9,956	-6	14,134	+ 6	8,823	-0	89
1978	17,318	+9	9,753	+8	14,027	+ 5	8,636	-2	87
1979	18,645	+8	9,493	-3	15,867	+ 8	8,079	-3	85
1980	19,950	+7	8,839	-6	17,364	+ 8	7,693	-5	87
Change 1971 to 1980	+93.4 percent		-14.3 percent		+79.1 percent		-20.6 percent		
1975 to 1980	+40.9 percent		-12.6 percent		+41.3 percent		-12.4 percent		

Note: ±0 means less than ±0.5 percent

Source: a. Median Family Income, 1971-1978, U.S. Bureau of the Census
1979-1980, Tax Foundation estimates

b. Average Teacher Salary, National Center for Education Statistics

TEACHERS' SALARIES AND FINANCIAL NEED

The Bureau of Labor Statistics provides annual estimates for a financial need measure known as the Urban Family Budget. Based on surveys of buying habits of groups at various income levels, the initial survey determined how much money was needed to support an urban family at low, intermediate, and higher levels. Updates for the budget are based on price increases in the various weighted categories established in the initial survey. Given a set of assumptions about the specific levels and allowing for grographic differences, the budget, though imperfect, provides an estimate of the annual costs for the various levels.

Teachers, by virtue of their interests, earnings, and consumption habits, are fairly compared to the Intermediate level budget family. Urban areas centered in Standard Metropolitan Statistical Areas (SMSA) provide reference for geographical comparisons. The population is 2,500 to 50,000 and outside of a SMSA, the non-metropolitan areas should be the reference.

One comparison that can be made is the relationship between teachers' salaries and the cost of the intermediate family budget for that area. Some comparisons are made in table 9.2 using the average teachers' salary for major metropolitan areas.

Table 9.0 is a summary of the increases for the U.S. average intermediate family budget. Overall the increased cost was 12.8 percent. Transportation led all components with a 14.3 percent jump. Automobile costs and the cost of fuel to the consumer helped to drive this portion up and significantly affect the rate of change. High interest rates pushed the housing component to 11.1 percent. Clothing was the best buy last year, increasing only 4.6 percent. Higher costs in all components and slowly advancing wage levels encourage conservation where possible. Continued conservation without controlling inflation will exacerbate the decline in the overall standard of living. Table 9.1 includes major components of the intermediate family budget for selected metropolitan and non-metropolitan areas. The category "other family" includes the cost of both education and reading, two areas of particular concern for teachers.

Anchorage, Alaska, with an intermediate budget cost of $29,682, continues to be the most expensive place to live of the SMSA's listed. Of the areas in the contiguous

United States, Boston is no bargain at $27,029. The family dollar goes farthest in Dallas among the metropolitan areas. All non-metropolitan areas continue to be attractively inexpensive by comparison.

Five Most Expensive Metropolitan Areas

Anchorage, AK	$29,682
Boston, MA	27,029
New York, NY	26,749
Washington, DC-MD-VA	25,203
San Francisco-Oakland, CA	24,704
Urban U.S. Average	23,134
Non-metro U.S. Average	21,070

Five Least Expensive Metropolitan Areas

Dallas, TX	$20,776
Atlanta, GA	21,131
Houston, TX	21,572
Honolulu, HI	21,933
St. Louis, MO	22,248

Another comparison that can be made is by the individual component costs. If expenditures matched the budget, then it costs the average family member $3.82 each day to eat. Their share of the family housing cost is $3.50. Clothing purchase and cleaning costs are $6.21 a week; the apple-a-day cost of good health is up to $27.15 a month. The combined cost for books, magazines, recreation, tobacco, alcohol, and education amounted to just six bits a day. The average pupil in the public school has twelve to fifteen times that amount spent on his behalf each day. For those able to utilize this service, public education is a very attractive way to maximize a fairly tight budget. Table 9.2 is a comparison of the intermediate budget and the average teacher salary in selected areas. In eleven of the areas the average salary is at least 95 percent or more of the intermediate family budget. That leaves eleven in which teachers are 91 percent or less than the expected level for families. Detroit teachers are in the best relative position, while the average teacher in Houston is probably mailing resumes for new employment or working a second job.

Table 9.0

Annual Costs for an Intermediate Budget
for a 4 Person Family

The Bureau of Labor Statistics of the U.S. Department of Labor issues estimates annually for its Urban Family Budget series. The intermediate level budget approximates the budget level corresponding to teachers' salaries. From Autumn 1979 to Autumn 1980 the intermediate level total budget rose 12.8 percent.

Table 9.0

Component	Percent Increase for Intermediate Budget Level Autumn 1979 to Autumn 1980
Food	10.4%
Housing	11.1
Transportation	14.3
Clothing	4.6
Medical	10.8
Other Family	8.6
Other Items	9.1
Total Budget	12.8

The following table shows the major components and total budget costs of the intermediate level budget for families in metropolitan areas by region.

Table 9.1

Annual Costs of the Urban Family's Intermediate Budget[1]
Metropolitan Areas & Non-Metropolitan Areas by Regions
Autumn 1980

Area	Total[2] Budget Costs	Selected Major Components						
		Food	Housing[3]	Trans-[4] porta-tion	Cloth-ing	Medical[5] Care	Other[6] Family	Other[7] Items
Urban United States	$23,134	$5,571	$5,106	$2,116	$1,292	$1,303	$1,109	$ 957
Metropolitan Areas[8]	23,597	5,642	5,220	2,126	1,300	1,339	1,145	967
Non-Met. Areas[9]	21,070	5,257	4,598	2,071	1,256	1,143	946	913
Northeast								
Boston, MA	27,029	5,818	6,657	2,472	1,415	1,197	1,230	$1,036
Buffalo, NY	23,995	5,676	5,075	2,256	1,496	1,073	1,120	962
New York - N.E. NJ	26,749	6,187	6,227	1,944	1,201	1,324	1,193	1,013
Phila., PA - NJ	24,364	6,227	5,276	2,058	928	1,386	1,114	973
Pittsburgh, PA	22,492	5,741	4,509	2,198	1,281	1,192	1,122	940
Non-Met. Areas[9]	23,319	5,557	5,475	2,228	1,292	1,144	939	959
North Central								
Chicago, IL-N.W. IN	23,387	5,633	5,263	2,199	1,178	1,426	1,260	973
Cincinnati, OH-KY-IN	22,681	5,673	4,708	2,090	1,493	1,244	1,093	949
Cleveland, OH	23,429	5,605	5,282	2,098	1,374	1,299	1,163	972
Detroit, MI	23,168	5,520	5,230	2,042	1,239	1,366	1,102	958
Kansas City, MO-KS	22,504	5,528	4,541	2,240	1,370	1,293	1,133	947
Milwaukee, WI	24,028	5,391	5,313	2,144	1,382	1,285	1,154	963
Minn.-St. Paul, MN	23,630	5,510	4,903	2,084	1,297	1,111	1,180	943
St. Louis, MO	22,248	5,828	4,457	2,223	1,249	1,170	1,091	941
Non-Met. Areas[9]	21,288	5,199	4,694	2,023	1,355	1,096	970	916

(part 1 of 2)

Table 9.1 (continued)

Area	Total[2] Budget Costs	Selected Major Components						
		Food	Housing[3]	Trans-[4] portation	Cloth-ing	Medical[5] Care	Other[6] Family	Other[7] Items
South								
Atlanta, GA	$21,131	$5,291	$4,197	$2,148	$1,424	$1,159	$1,097	$915
Baltimore, MD	23,389	5,386	5,103	2,054	1,337	1,241	1,116	948
Dallas, TX	20,776	5,304	4,330	2,193	1,256	1,434	1,087	927
Houston, TX	21,572	5,484	4,478	2,111	1,403	1,526	1,088	946
Wash., DC-MD-VA	25,203	5,864	5,430	2,112	1,265	1,354	1,229	985
Non-Met. Areas	19,769	5,157	4,177	2,031	1,150	1,135	937	889
West								
Denver, CO	22,813	5,212	4,941	2,182	1,716	1,209	1,167	954
Los Ang-L. Beach, CA	22,500	5,411	4,762	2,200	1,223	1,683	1,024	950
San Diego, CA	22,727	5,345	5,072	2,141	1,220	1,554	1,117	955
San Fran-Oakland, CA	24,704	5,645	5,534	2,286	1,433	1,514	1,151	997
Seattle-Everett, WA	23,392	5,550	5,534	2,136	1,478	1,450	1,196	989
Honolulu,HI	21,933	5,238	4,616	2,045	1,430	1,215	949	922
Anchorage, AK	29,682	6,513	7,536	2,682	1,471	2,090	1,083	1,134

(part 2 of 2)

Table 9.1 (continued)

Footnotes Intermediate Budget, Autumn 1980

1 The family consists of an employed husband, age 38, a wife not employed outside the home, an 8-year-old girl, and a 13-year-old boy.

2 Total budget costs include personal income taxes, social security, other items, and total consumption.

3 Housing includes shelter, house furnishings and household operations. The intermediate budget does not include an allowance for lodging away from home city.

4 The average costs of automobile owners and nonowners are weighted toward the proportion of families who are owners and nonowners. Boston, New York, and Chicago were weighted 80 percent for owners, 20 percent for nonowners. The rest of the cities and non-metropolitan regions were weighted 95 to 100 percent for owners.

5 In total medical care, the average costs of medical insurance were weighted by the following proportions: 30 percent for families paying full cost of insurance; 26 percent for families paying half cost; 44 percent for families covered by non-contributory insurance plans (paid by employer).

6 Other family consumption includes the average costs for reading, recreation, tobacco products, alcoholic beverages, and miscellaneous expenditures. Education, a requirement or choice for our members, is included in this category.

7 Other items includes allowances for gifts and contributions, life insurance, and occupational expenses. Many of our members routinely incur occupational expenses.

8 As defined in 1960-61. For a detailed description of these and previous geographic boundaries, see the 1967 edition of Standard Metropolitan Statistical Areas, prepared by the Office of Management and Budget.

9 Places with population of 2,500 to 50,000.

Table 9.2 Intermediate Urban Family Budget, Autumn 1980

Area	Total Budget Costs	Teachers Average Salary[1]	Salary as a Percent of Budget Costs
Boston, MA	$27,029	$22,501	83%
New York, NY	26,749	25,416	95
Philadelphia, PA	24,364	23,976	98
Pittsburgh, PA	22,492	21,500	96
Chicago, IL	23,387	23,331	100
Cincinnati, OH	22,681	NA	NA
Cleveland, OH	23,429	18,802	80
Detroit, MI	23,168	27,306	118
Kansas City, MO	22,504	17,692	79
Milwaukee, WI	24,028	19,947	83
Minneapolis, MN	23,630	23,370	99
St. Louis, MO	22,248	NA	NA
Atlanta, GA	21,131	18,112	86
Baltimore, MD	23,389	16,465	70
Dallas, TX	20,766	18,182	88
Houston, TX	21,572	17,381	69
Wash., DC-MD-VA	25,203	22,883	91
Denver, CO	22,813	22,044	97
Los Angeles, CA	22,500	22,000	98
San Diego, CA	22,727	22,170	98
San Francisco, CA	24,704	22,000	89
Seattle, WA	23,392	22,533	96
Honolulu, HI	28,488	19,619	69
Anchorage, AK	29,682	29,150	98

[1] Average salary earned by full-time classroom teacher in city.

Source: AFT Department of Research Salary Survey and Education Research Service, Inc., Salaries Paid Professional Personnel in Public Schools, 1980-81.

THE CONSUMER PRICE INDEX

Inflation and a rising consumer price index (CPI) are synonymous to many Americans. So much personal experience has been linked to the CPI as the source of economic bad news, that some people believe it has a mean soul and substance all its own. Actually the CPI is quite a benign and uncontrollable measure of the cost of a market basket of goods at specific points in time. The market basket is essentially unchanged from month to month. If the cost of an item in the market basket increases or declines, then the index will reflect that same increase or decline. In reality, if a particular item's price increases too rapidly, then the consumer may switch brands, consume less, or find a substitute within his purchasing range. In other cases, such as the cost of a new home or higher interest rates, the price may increase but affect only those active in purchasing that good or service. Many will not be immediately affected if they keep their current residence. For this reason there is dicussion of substituting or eliminating items from the market basket and using personal consumption indicators.

The CPI is published by the United States Department of Labor, Bureau of Labor Statistics, in many areas monthly and in some on a bi-monthly basis. Indexes for various metropolitan areas as well as demographic and geographic indexes are provided. It is a measure of the average change in prices for each area since the base period and not of the difference in price levels between cities. To this extent it is inappropriate to make comparisons between area indexes as a measure of the cost of the market basket. The Urban Family Budget is the appropriate measure because it measures the cost to a family for services based on a weighted proportion of a set expenditure level. The CPI began with all items indexed at a specific point in time to equal 100. The current index is based on 1967 = 100.0. The CPI is the cost of a market basket from which rates of change can be calculated rather than a measure from which absolute price levels can be identified.

The most common bargaining use of the CPI has been to trigger cost of living adjustments in wage agreements. This device, known as cost of living clauses (COLA), has been less popular as the annual rate of increase moves toward single digit figures. Last year's annual increase of over 13 percent is not likely to be repeated this year. Rising food prices in recent months may hold the index near 10 percent, but many insist that runaway inflation is behind us for the forseeable future. And, in fact, the CPI, from July 1980 to July 1981 was 10.7% So much for Reaganomics!

This is not to say that we are not suffering as a nation from high prices and unemployment. It simply indicates that a bad situation will remain, but may not continue to deteriorate at as quick a rate as in the past. The argument used is that an inflation rate of 9 or 10 percent is not really helping anyone, but is better than 12 or 13 percent. Most American workers cannot tell the difference when bill paying time rolls around.

Table 10.0 provides the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the years 1971 through May 1981 by month and includes an annual average. Calculations from the index can be accomplished by determining the index point change from which the percentage change can be dervied, An example is provided.

Table 10.1 is the index for selected cities for April and May 1981. The variations in the rates of change for areas can be observed. Baltimore and St. Louis have increased at about the same rate over time, but the initial cost of the market basket may have been substantially different. Locals wishing information for their area may contact the nearest office of the Bureau of Labor Statistics for specific information. Regional office addresses are in the resource section.

Table 10.0

CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS (CPI-W)
1971 to 1980
(1967=100.0)

YEAR	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	ANNUAL AVERAGE
1971	119.2	119.4	119.8	120.2	120.8	121.5	121.8	122.1	122.2	122.4	122.6	123.1	121.3
1972	123.2	123.8	124.0	124.3	124.7	125.0	125.5	125.7	126.2	126.6	126.9	127.3	125.3
1973	127.7	128.6	129.8	130.7	131.5	132.4	132.7	135.1	135.5	136.6	137.6	138.5	133.3
1974	139.7	141.5	143.1	144.0	145.6	147.1	148.3	150.2	151.9	153.0	154.3	155.4	147.7
1975	156.1	157.2	157.8	158.6	159.3	160.6	162.3	162.8	163.6	164.6	165.6	166.3	161.2
1976	166.7	167.1	167.5	168.2	169.2	170.1	171.1	171.9	172.6	173.3	173.8	174.3	170.5
1977	175.3	177.1	178.2	179.6	180.6	181.8	182.6	183.3	184.0	184.5	185.4	186.1	181.5
1978	186.9	188.3	189.8	191.3	193.2	195.1	196.7*	197.7	199.1	200.7	201.8	202.9	195.3
1979	204.7	207.1	209.1	211.8	214.3	216.9	219.4	221.5	223.7	225.6	227.6	230.0	217.7
1980	233.3	236.5	239.9	242.6	245.1	247.8	248.0	249.6	251.9	254.1	256.4	258.7	247.0
1981	260.7	263.5	265.2	266.8	269.1	271.4	274.6						

Percentage Increase Since 1971 for Selected Years

Year	January	May	September	Annual Average
1975	31%	32%	34%	33%
1980	96	103	106	104
1981	119	123	NA	

*beginning of revised series

To determine the percentage increase from one month to another, determine the index point change, divide by the previous index, and multiply by 100

January, 1971 = 119.2
January, 1981 = 260.7
Index Point Change = 141.50
141.50 ÷ 119.2 = 1.19 or 119% increase

Table 10.1

CPI-W for Selected Cities

The Consumer Price Index for urban wage earners and clerical workers is published for several cities and standard metropolitan areas. In addition the index is available by region and population size classes. Area indexes do not measure differences in the level of prices among cities; they only measure the average change in prices for each area since the base period. For inter-area comparisions the Urban Family Budget is more appropriate.

Consumer Price Index for Urban Wage Earners and Clerical Workers
Selected Areas, All Items Index, 1967=100

	April 1981	May 1981
U.S. city average		269.1
Chicago, IL - N.W. IN		263.9
Detroit, MI		271.3
LA, Long Beach, Anaheim, CA		270.7
N.Y., NY - N.E. NJ		255.9
Philadelphia, PA - NJ		262.9
Baltimore, MD		268.6
Boston, MA		263.6
Cincinnati, OH - KY-IN		273.3
Denver-Boulder, CO		293.4
Milwaukee, WI		283.5
Northeast PA		263.3
Portland, OR - WA		276.1
St. Louis, MO - IL		268.4
San Diego, CA		292.5
Seattle-Everett, WA		271.5
Wash., DC - MD-VA		267.7
Atlanta, GA	266.4	
Buffalo, NY	249.7	
Cleveland, OH	273.9	
Dallas-Ft. Worth, TX	276.9	
Honolulu, HI	243.5	
Houston, TX	277.7	
Kansas City, MO - KS	264.3	
Minn.-St. Paul, MN - WI	267.3	
Pittsburgh, PA	267.3	
San Fran.-Oakland, CA	270.9	

RESOURCES

American Federation of Teachers, Department of Research

A variety of reports in the areas of education statistics, economic data, and fiscal analysis are available. Through AFT's Department of Research, reports are mailed monthly to the Research Network. Special reports are announced in the American Teacher and AFT Action. Unpublished data is available to affiliates through the Department of Research.

For copies of publications or assistance contact:

James Gordon Ward, Director of Research (202-797-4428)
Jewell C. Gould, Assistant Director of Research
(202-797-4445)
American Federation of Teachers
11 Dupont Circle, NW
Washington, DC 20036

United States Department of Education, National Center for Education Statistics

The Statistical Information Office of the National Center for Education Statistics provides data on all facets of education. A catalogue of NCES publications may be obtained by contacting:

Statistical Information Office
National Center for Education Statistics
1001 Presidential Building
400 Maryland Avenue
Washington, DC 20202
301-436-7900

Some of the more useful publications are:

1) Digest of Education Statistics, published annually. This abstract covers enrollment, graduates and degrees, student and teacher profiles and other useful information. The publication attempts to maintain historic comparability. The major drawback is that the data, by nature of its national coverage, is usually more than one year old. More current information is available by writing or calling for specific answers to questions.

2) Projections of Education Statistics attempts to look ahead several years to estimate pupil, teacher, expenditure, and similar data. The statistical methods for projections are included so users may judge the value of the data.

3) The Condition of Education analyzes current issues at all levels of education. This publication includes graphs and charts as well as summary statements.

Special reports in addition to the above are available on a number of specialized topics. Some include state data, revenues and expenditures, federal programs and national longitudinal studies.

United States Department of Labor, Bureau of Labor Statistics

BLS offers free and for sale publications on employment, wages, and economic data including the Consumer Price Index and the Urban Family Budget series.

Contact the regional office nearest your local for copies of publications. Addresses are included at the end of this section. The BLS publications catalogue, published semiannually, provides a listing, with selected annotations, of all bulletins, reports, news releases, reprints, periodicals, special articles from periodicals, and summaries issued from January through June by BLS's Washington, DC office.

Some of the more popular publications and news releases used in this report are:

1) Industry Wage Survey - featured industries
2) Union Wages and Benefits - featured occupations
3) Current Wage Developments - trends in wages earned
4) Consumer Price Index - trends in the cost of a standard market basket of goods
5) The Employment Cost Index
6) Employment and Earnings - employment and wage data for workers
7) Occupational Outlook Quarterly - projections on employment trends
8) News Releases - covering employment, wages, bargaining, professional salaries, work stoppages, etc.

United States Department of Commerce, Bureau of the Census

The Bureau of the Census produces significant data based on the official census and periodic surveys. An example of such a survey is the Median Annual Salary for Full-Time Workers. Finances of Public School Systems is produced by the U.S. Bureau of the Census as part of the annual Government Finances series.

Bureau of the Census office or contact:

Governments Division
Bureau of the Census
Washington, D.C. 20233
(301) 763-7664

Bureau of Labor Statistics
Regional Offices

Region I
1603 JFK Federal Building
Government Center
Boston, Mass. 02203
Phone: (617) 223-6761

Region II
Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: (212) 944-3121

Region III
3535 Market Street
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: (215) 596-1154

Region IV
1371 Peachtree Street, N.E.
Atlanta, Ga. 30367
Phone: (404) 881-4418

Region V
9th Floor
Federal Office Building
230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880

Region VI
Second Floor
555 Griffin Square Building
Dallas, Tex. 75202
Phone: (214) 767-6971

Regions VII and VIII
911 Walnut Street
Kansas City, Mo. 64106
Phone: (816) 374-2481

Regions IX and X
450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678

FORMULAS AND EXAMPLES

This selection of formulas are those most commonly used in the calculations and specific examples.

These formulas are used to solve specific examples provided in the text of the report and will be useful in the preparation of the local district salary comparisions. Both basic computations and more advanced references are provided for the variety of applications which will develop in the process of salary evaluation. For further assistance, contact the Research Department with your questions.

I. Comparison on one salary to another

Definition of terms

S_1 = salary for first time period

S_2 = salary for second time period

d = difference between salaries

P_i = percent change (increase or decrease)

P_s = percent of salary

Salary differences

a. To calculate the difference in like dollars between two salaries

$$d = S_2 - S_1$$

b. To calculate the percentage difference between two salaries

$$P_i = 100 \left(\frac{d}{S_1}\right) \quad \text{or} \quad P_i = 100 \left(\frac{S_2 - S_1}{S_1}\right)$$

c. To calculate the percentage one salary is of another

$$P_s = 100 \left(\frac{S_1}{S_2}\right)$$

Examples

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U.S. average expenditure for salary = $17,364
Alabama average expenditure for salary = $15,150

a. What is the difference between the average salary for teachers in the United States and the average teacher in Alabama?

$$d = S_2 - S_1$$

$$d = \$15,150 - \$17,364$$

$$d = \underline{\$2,214}$$

b. What percentage below the U.S. average salary is Alabama average salary?

$$P_i = 100\left(\frac{d}{S_1}\right)$$

$$P_i = 100\left(\frac{\$2,214}{\$17,364}\right)$$

$$P_i = 100\ (.13)$$

$$P_i = 13 \text{ percent}$$

c. What percent of the U.S. average salary is the Alabama average salary?

$$P_s = 100\left(\frac{S_1}{S_2}\right)$$

$$P_s = 100\left(\frac{\$17,364}{\$15,150}\right)$$

$$P_s = 100\ (.87)$$

$$P_s = 87 \text{ percent}$$

II. Calculating using daily rates of pay

Definition of terms

S_a = annual salary

D = length of school year in days

R_d = daily rate of pay

a. To determine the daily rate of pay

$$R_d = \frac{S_a}{D}$$

Examples

a. Compare the daily rates for districts with varying work years and salaries:

	Salary 1	Salary 2
Annual salary for teacher	$16,000	$16,522
Length of work year	184 days	190 days

$$R_d = \frac{\$16,000}{184} \qquad R_d = \frac{\$16,522}{190}$$

$$R_d = \$86.96 \qquad R_d = \$86.96$$

b. Compare the local teachers daily rate with the minimum rate for region when local rate is $58.24 per day and city is in Michigan.

Great Lakes Region, Teachers Mimimum = $64.53

$$P_s = 100\left(\frac{S_1}{S_2}\right)$$

$$P_s = 100\left(\frac{\$58.24}{\$69.53}\right)$$

$$P_s = 100\ (.90)$$

$$P_s = 90 \text{ percent}$$

Reference: Table 4.2 for state/region information

III. Calculating weekly earnings

The median annual salary for full time workers assumes full time year round employment of 35 hours per week or more, 52 work week annually figures reported are aggregate for groups interviewed for report series "Weekly Earnings of Workers and Their Families."

Teachers should base their calculations on 52 weeks, the period in which they will receive their annual salary. This is consistent with the questions asked in the survey, "How much does...usually earn per week at this job before deductions? Include any overtime pay, commissions, or tips usually received." "Usual" is defined as more than half the weeks worked during the past four to five months. The response will vary during the months surveyed from zero to 133 percent of the average weekly earnings.

Definition of terms

S_a = annual salary

W = length of work year in weeks

R_w = weekly rate of earnings

$$R_w = \frac{S_a}{W}$$

Example

a. What is the weekly rate of earnings for a teacher whose annual salary is $17,364?

$$R_w = \frac{\$17,364}{52}$$

$$R_w = \$334$$

IV. Calculations using the Consumer Price Index

Definition of terms

$I_{a...z}$ = Consumer Price Index at points a, b, c,... which may be months of specific years or annual averages

d = difference between index points

p = percent change between index points

S_c = salary in constant dollars (specific year)

S_f = future salary

S_i = salary increase

Percent Change in CPI

a. To determine the percentage change in the CPI from one index point to another

$$p = 100\left(\frac{I_b - I_a}{I_a}\right) \quad \text{or} \quad \left(p = 100\ \frac{d}{I_a}\right)$$

b. To determine the increase to be applied due to a cost of living adjustment

$$S_i = \frac{p}{100} \times S$$

c. To determine the future salary due to a percentage increase

$$S_f = \left(1 + \frac{p}{100}\right) S$$

Constant Dollar Calculations Using the CPI

a. To calculate the value of a current salary in constant dollars of a specified uear using standard CPI index of 1967 = 100

$$S_c = 100\left(\frac{S}{I_a}\right)$$

In the event that salaries for more than one point in time are to be converted the salary at each point is divided by the index at the same point.

Where $S_1 \ldots (n)$ = Salaries at points 1, 2, 3...(n)

and $I_{a \ldots z}$ = Indexes at similar points a, b to z

then

$$S_{ca \ldots z} = \left(\frac{S_{1 \ldots (n)}}{I_{a \ldots z}}\right)$$

as in

$$S_{ca} = 100\left(\frac{S_1}{I_a}\right); \quad S_{cb} = 100\left(\frac{S_z}{I_b}\right) \cdots S_{c(n)} = 100\left(\frac{S_{(n)}}{I_z}\right)$$

The index points used will be taken from existing CPI tables where 1967 = 100.

b. To calculate the value of a current salary in constant dollars in a specified year using other than 1967 = 100 as the basis

1. Convert CPI based on 1967 = 100 to selected index year and produce the index

2. Proceed as in (a) above using new index

Constant Dollar Calculations

1. Convert CPI based on 1967 = 100 to selected year

Let the index for the selected year = I_z

then

The index may be calculated for each point by dividing $I_{a...z}$ by I_z

$$\text{Index } I_z = 100\left(\frac{I_{a...z}}{I_z}\right)$$

Examples

a. Determine the percentage increase in the CPI between January 1975 and January 1981

$$I_a = 119.2$$
$$I_b = 260.7$$
$$d = 141.5$$

$$p = 100\left(\frac{I_b - I_a}{I_a}\right) \text{ or } \left(100\ \frac{d}{I_a}\right)$$

$$p = 100\left(\frac{260.7 - 119.2}{119.2}\right) \text{ or } 100\left(\frac{141.5}{119.2}\right)$$

p = 118.7 percent increase

Reference: Table 10.0

b. What increase in the salary of $14,500 can be expected due to the application of a full cost of living increase based on the 12 month period from May 1980 to May 1981?

Index May 1980 = 245.1

Index May 1981 = 269.1

$S = \$14,500$

$p = 9.8 \text{ percent } \left(\frac{269.1 - 245.1}{245.1}\right) \times 100$

$S_i = \left(\frac{p}{100}\right) S$

$S_i = \left(\frac{9.8}{100}\right) \$14,500$

$S_i = (.098) \$14,500$

$S_i = \$1,419.83$

Reference: Table 10.0

c. What will be the new salary following a COLA adjustment based on the full increase in average cost of living for the previous year?

Index for 1979 = 230.0

Index for 1980 = 258.7

$S = \$14,500$

$p = 12.5 \text{ percent}$

$S_f = \left(1 + \frac{p}{100}\right) S$

$S_f = (1.125) \$14,500$

$S_f = \$16,312.50$

Reference: Table 10.0

d. What is the value in constant 1967 dollars for annual salaries in the following table?

Year	Salary		Annual CPI (1967=100)	
1975	\$10,000	(S_1)	161.2	(I_a)
1976	11,000	(S_2)	170.5	(I_b)
1977	12,100	(S_3)	181.5	(I_c)
1978	13,310	(S_4)	195.3	(I_d)
1979	14,641	(S_5)	217.7	(I_e)

$$S_{ca...z} = \frac{100 \quad S_{1...(n)}}{I_{a...z}} \quad \text{or}$$

$$S_{ca} = 100 \quad \frac{S_1}{I_a} \quad ; \quad S_{cb} = 100 \quad \frac{S_2}{I_b} \quad \ldots \quad S_{ce} = 100 \quad \frac{S_5}{I_e}$$

$$S_{ca} = 100 \quad \frac{S_1}{I_a}$$

$$S_{ca} = 100 \quad \frac{\$10,000}{161.2}$$

$$S_{ca} = \$6,203$$

or

Year	Current Dollars	÷	Index	x 100	=	Constant Dollars (1967=100)
1975	$10,000	÷	161.2	x 100	=	$6,203
1976	11,000	÷	170.5	x 100	=	6,452
1977	12,100	÷	181.5	x 100	=	6,667
1978	13,310	÷	195.3	x 100	=	6,815
1979	14,641	÷	217.7	x 100	=	6,725

e. What is the value in constant dollars for annual salaries in the following table?

Year	Salary	Index 1967 = 100	Index 1971 = 100*
1975	$10,000 ($S_1$)	161.2	132.7 (I_a)
1976	11,000 (S_2)	170.5	140.5 (I_b)
1977	12,100 (S_3)	181.5	149.6 (I_c)
1978	13,310 (S_4)	195.3	161.0 (I_e)
1979	14,641 (S_5)	217.7	179.5 (I_f)

*Index for 1971 = 1-- calculated as follows

1971 index when 1967 = 100 is 121.3

Year	Index 1967=100	÷	1971 index (1967=100)	x 100	Index 1967=100
1975	161.2	÷	121.3	x 100	= 132.9
1976	170.5	÷	121.3	x 100	= 140.5
1977	181.5	÷	121.3	x 100	= 149.6
1978	195.3	÷	121.3	x 100	= 161.0
1979	217.7	÷	121.3	x 100	= 179.5

$$S_{ca} = 100 \frac{S_1}{I_a}$$

$$S_{ca} = 100 \frac{\$10,000}{132.9}$$

$$S_{ca} = \$7,524$$

Year	Current Dollars	÷	Index	x 100	=	Constant Dollars (1971)
1975	$10,000	÷	132.9	x 100	=	$7,524
1976	11,000	÷	140.5	x 100	=	7,829
1977	12,100	÷	149.6	x 100	=	8,088
1978	13,314	÷	161.0	x 100	=	8,270
1979	14,641	÷	217.7	x 100	=	6,725

SALARY ANALYSIS WORKSHEET

This worksheet is provided for locals to determine which of the several measures available for salary comparisions might be most useful for local needs. Consider the finished worksheet in light of your specific needs. Statistics and comparisions, however carefully developed, are no substitute for independent judgment. While the completed worksheet may contain many useful bits of information, careful reflection will indicate which items will support your position and which will add little to your argument.

Examples of the calculations required are provided in the formula section of this report to show the procedures which may be followed. Due to the wide distribution of this document the calculations are necessarily basic. Further assistance and procedures may be obtained by contacting the AFT Department of Research, 11 Dupont Circle, NW, Washington, DC 20036.

In completing the various portions of the worksheet, decisions must be made as to which universe will be used for comparison purposes. Some data is available in the report which may meet your purposes. In some instances locally obtained data may be more appropriate. References for charts and tables indicate the source of the information so that additional or more extensive material can be obtained. A separate reference section lists major sources of information and some useful publications.

To assist the Department of Research in meeting your needs it would be most helpful to have a copy of your worksheet. Please forward a copy to our office at your earliest opportunity.

LOCAL SALARY ANALYSIS WORKSHEET

Local Name & Number _____ _____

Contract: ☐AFT ☐NEA ☐Other

Contract Duration _____

Total K-12 Enrollment _____

Employees Covered _____ No. of Teachers _____ Average Salary _____

	B.A.	M.A.	M.A. & 30	Max.
Step 1				
5				
10				
Max				

1. Local Salary 1978-79 $_____

   Local Salary 1980-81 $_____

   Increase $_____

   Percent Increase _____%

   Reference: local contract

2. Difference between local salary and

1978-79		1980-81	
U.S. Average	$_____	U.S. Average	$_____
State Average	$_____	State Average	$_____

Reference: Table 1.0

3. Difference between local salary and largest U.S. districts

	Salary	Years to Maximum
Regional Large District	$_____	_____ years
Other Large District	$_____	_____ years
	$_____	_____ years
	$_____	_____ years

Reference: Table 2.0

4. Difference between local salary and large city maximums

1974-75	1980-81	Percent Increase 19 ___ to 19 ___	Large City as Percent of 1980-81 State Average
$_____	$_____	_____%	_____%

Reference: Table 3.0

5. Difference between local salary and specific districts in state, region, or U.S.

	District	1980-81 Salary	Difference + or (-)	% Difference + or (-)
1.	_____	$_____	$_____	_____%
2.	_____	$_____	$_____	_____%
3.	_____	$_____	$_____	_____%
4.	_____	$_____	$_____	_____%
5.	_____	$_____	$_____	_____%

Reference: Table 4.0

6. Comparison to minimum/maximum ranges in U.S. sample by district size

	District Size	Local Minimum as Percent of Minimum	Local Maximum as Percent of Maximum
	Total All Systems	_____%	_____%
a.	_____ to _____	_____%	_____%

a. Use district enrollment size approximating size of local enrollment

Reference: Table 4.1

7. Comparison of daily rate of pay to regional averages for selected positions.

Local Daily Rate of Pay as a Percent of Regional Salaries

Region-Rate	Teachers Salary as a Percent of			
	Superintendent	Teachers Max.	Teachers Min.	Senior High Prin. Max.
Total U.S. _____	_____ %	_____ %	_____ %	_____ %
Local Region _____	_____ %	_____ %	_____ %	_____ %
Other Region _____	_____ %	_____ %	_____ %	_____ %

Reference: Table 4.2

8. Comparison of annual salary to median annual earnings in various occupation groups.

Designate year and either annual or weekly earnings

Occupation	Teacher Salary as % of Median Earnings in Occupation 19 ___	19___ Salary Difference + or (-) Teachers
Professional & Technical	_____ %	$ _____
Managers & Administrators	_____ %	$ _____
Sales	_____ %	$ _____
Clerical	_____ %	$ _____
Craft & Kindred	_____ %	$ _____
Operatives	_____ %	$ _____
Transport, Equip. (exc. operatives)	_____ %	$ _____
Non-Farm Laborers	_____ %	$ _____
Service Workers	_____ %	$ _____
Teachers	75 %	$ _____

Reference: Table 5.0

9. Comparison of local average annual salary to average salary of employees in selected white collar establishments, March 1981

Occupation	Local Teacher Salary as % of Occupation Salary	Salary Difference + or (-) Teachers
Accountant	_____ %	$_____
Attorney	_____ %	$_____
Chemist	_____ %	$_____
Engineer	_____ %	$_____
Drafter	_____ %	$_____
Computer Operator	_____ %	$_____
Secretary	_____ %	$_____
Typist	_____ %	$_____
Teacher	_____ %	$_____

Reference: Table 6.0

10. Comparison of local beginning bachelor's degree salary to average beginning salary in private industry fields

19 ___[1]

Field	Local Salary as Percent of Occupation	Salary Difference + or (-) Teachers
Engineering	_____ %	$_____
Accounting	_____ %	$_____
Sales-Marketing	_____ %	$_____
Business Admin.	_____ %	$_____
Liberal Arts	_____ %	$_____
Chemistry	_____ %	$_____
Math-Statistics	_____ %	$_____
Economics-Finance	_____ %	$_____
Computer Science	_____ %	$_____
Other Fields	_____ %	$_____

[1] Designate year, repeat as necessary

Reference: Table 7.0

11. Comparison of local average salary to median family income using current and constant dollars

Current Dollars

Year	Median Family Income	Average Teacher Salary	
	Current Dollars	Current Dollars	As a Percent of Median Family Income + or (-)
19___	$_____	$_____	_____%
19___	$_____	$_____	_____%
19___	$_____	$_____	_____%
19___	$_____	$_____	_____%
19___	$_____	$_____	_____%
Change 19_ to 19__	$_____ _____%	$_____ _____%	

Constant Dollars

Year	Median Family Income	Average Teacher Salary	
	Constant Dollars (1967 = 100)[1]	Constant Dollars (1967 = 100)	As a Percent of Median Family Income
19___	$_____	$_____	_____%
19___	$_____	$_____	_____%
19___	$_____	$_____	_____%
19___	$_____	$_____	_____%
19___	$_____	$_____	_____%
Change 19_ to 19__	$_____ _____%	$_____ _____%	

[1] See formulas Part IV for constant dollar calculations using 1967 = 100 or other year index

Reference: Table 8.0 and Local Salary

12. Select the intermediate urban family budget for your area and compare total cost and components to selected teacher salary for your area. Assume the components to be a percentage of the total budget

Annual Costs of the Urban Family's Intermediate Budget and _____[1] Salary

Area	Total Budget	Selected Major Components			
		Food	Housing	Transportation	Clothing[3]
_____	$____ 100%	$____ ____%[2]	$____ ____%	$____ ____%	$____ ____%
Local	$____ 100%	$____ ____%	$____ ____%	$____ ____%	$____ ____%

[1] Designate salary; e.g., master's maximum

[2] If total budget is $23,134 and is 100% then food at $5,571 is 24 percent. Calculate the percent for each component and apply it to the salary selected. For example, from above, if food is 24 percent of the budget and the salary is $18,900, then $4,551 is available for food for the family of four in the example. Summary of the local component can be expressed as "each member of the teacher's family has $1,138 annually for food, or $3.12 each day." See the text on "Teachers Salaries and Financial Need" for further examples.

[3] Include as many or few components as necessary to draw a relative picture of the costs for the salary in question

Reference: Table 9.1

13. Compare the average teachers salary to the total costs for the urban family's intermediate budget for your area and the U.S.

Area	Total Budget Costs	Teachers Average Salary	Salary as a Percent of Budget Costs
U.S.	$_____	$_____	_____%
_____[1]	$_____	$_____	_____%

[1] Select appropriate areas or regions
Reference: Table 9.1, 9.2

14. Calculate the percentage increase in your area CPI for reference using several points on the index.

CPI-W Index and Percent Increase

Year	Month	Index	Percent Change
19____	_____	_____	_____%
19____	_____	_____	_____%
19____	_____	_____	_____%

add additional sheet as necessary

example

1980	May	245.1	--
1980	May	269.1	--

Reference: Table 10.0 and Local Bureau of Lanor Statistics for selected SMSA as appropriate. U.S. average is available through AFT Department of Research Network mailings monthly.

15. Statistical resources available with local information:

Local Union Research Committee, _____
Local name & number

Name	Address	(H) Phone (S)

State Federation Research Department

Name	Address	Phone

Local or Regional Bureau of Labor Statistics Office

Contact Person	Address	Phone

Bureau of the Census Office

Contact Person	Address	Phone

School District

Contact Person	Address	Phone

Other Statistical Information Sources

Name	Address	Phone	Information Available